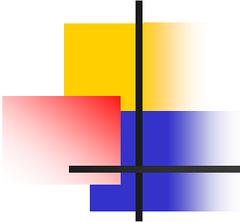
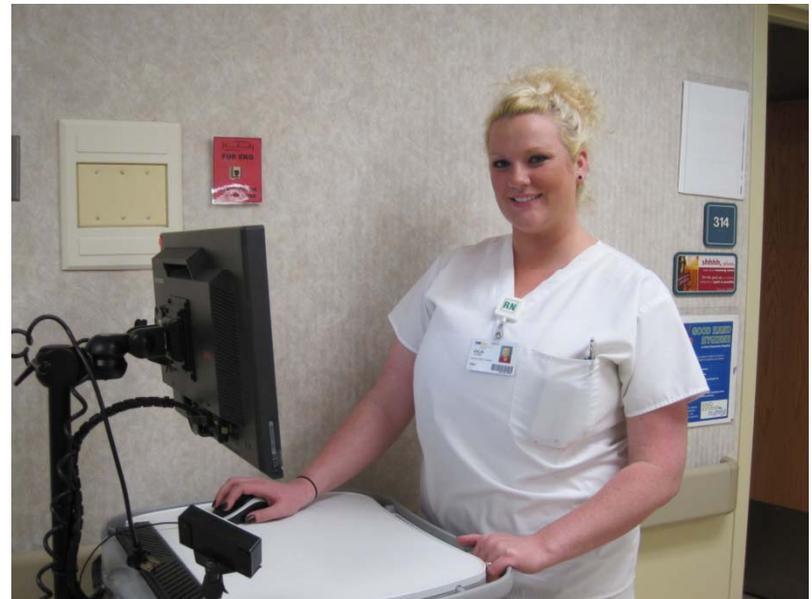


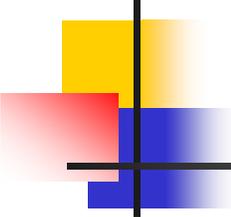
MedStar Good Samaritan of Maryland



Good Sam STARS

- Julia Cash, RN-
Short Stay Unit
- Became a CNA in
the GSH funded
program
- Became a
Multifunction Tech
- Newly graduated
Associate Degree RN
–June 2011

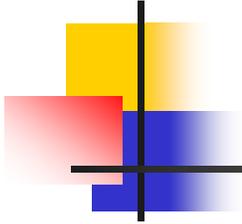




Good Sam STARS

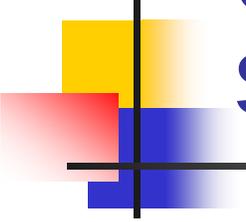
- James Scott- Multi-function Tech-Heart Care Unit
- Started as cashier in the Coffee Shop
- Became a CNA
- Now pursuing an AA degree in Nursing at Community College of Baltimore County





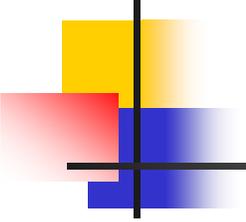
MedStar Health

- **Commitment to Corporate Citizenship & Engagement**
- **Workforce Development Strategy**
- **Community Partnerships**



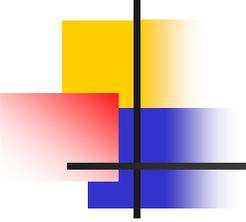
The Path to Career Growth Opportunities in Health Systems/Hospitals

- **A defined need:** Manpower shortages, Turnover rates, Employee Satisfaction
- **A Top Leadership “Commitment”** (or at least receptivity)
- **Internal Partners:** Nursing Education, Human Resources, Supervisory Leadership “Buy-In”
- **External Partners:** City, State, Federal programs, BACH, Community Colleges, Four year Universities and Colleges
- **External Funding:** Grants, Foundation support, Government financial support, Shared financial responsibilities...including students



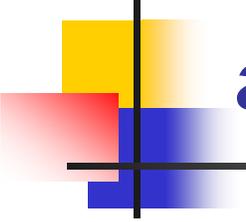
Strategy

- **Developed Strategy to Address Business Need**
- **Grow Your Own / Career Advancement**
- **Recruitment via Community Based Organizations**
- **Youth Career Exploration Initiatives**



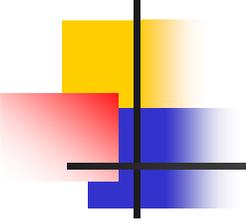
Life-Skills/Career Coaching Program

- **Aide in the retention and advancement of target populations**
- **Coach participants through workplace and personal barrier/situations**
- **Counsel participants on career and educational development**
- **Use Efforts to Outcomes (ETO) software to track services provided**



Current Staff Development Programs at Good Samaritan Hospital

- Practical Nursing Program
 - Partnership with Community College of Baltimore County
 - Entry-level staff who are pursuing nursing careers
 - 17 Graduates to date; 4 expected to graduate August, 2012
 - Program “sun-downing” 2012
- MedStar Health LPN to RN Bridge Program
 - Open to Baltimore MedStar LPNs
 - Partnership with Prince George’s Community College
 - 44 Graduates to date; 18 expected to graduate December, 2012



Current Staff Development Programs (continued)

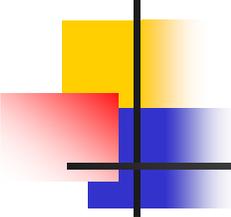
- Certified Nursing Assistant Program
 - Course offers a career map into nursing/healthcare for incumbent entry-level staff
 - Classes offered annually
 - 166 Graduates since 2003
 - In the last 2 classes of 38 students, 19 are enrolled in college courses
- Multi-function Technician Course
 - Coordinated with Community College of Baltimore County & private education entity
 - 34 employees certified by national exam
 - New program starting November, 2011- 10 seats

Current Staff Development Programs (continued)

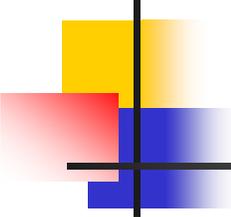


- Coppin Academy for Pre-Nursing Success
 - 22 GSH certified nursing assistants pursuing Bachelors degrees in nursing from Coppin State University in Baltimore
 - Classes held on-site at GSH and on campus
 - Tuition covered by MedStar & grant funding
 - 12 Graduates to date; 1 expected to graduate in May, 2012

Current Staff Development Programs (continued)

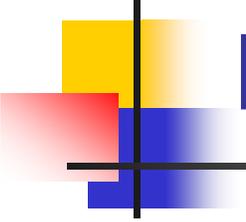


- Accelerated RN to BSN Program- College of Notre Dame of Maryland
 - 92 GSH RNs have successfully completed the BSN cohort program
 - Weekly classes taught on-site at GSH
 - Tuition augmented by designated Hospital funds
 - Upon program completion, RNs have a 2-year commitment to the Hospital
 - 52 RNs currently enrolled in 4 BSN cohorts
- Accelerated MSN Program- College of Notre Dame of Maryland
 - 7 GSH RNs currently enrolled in Administrative or Nursing Education track
 - 14 RNs have graduated with MSN degrees



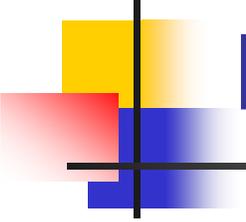
Current Staff Development Programs (continued)

- Surgical Technician Program
 - Partnership with Community College of Baltimore County started September, 2008
 - 2 students successfully completed coursework in 2010
 - Identified barriers include academic readiness and balance of work and study
 - Winter 2011- re-ignited career path to help interested staff with pre-requisite preparation



Current Staff Development Programs (continued)

- Unit Secretary Training Program
 - Course offers a career map into healthcare clerical work for incumbent entry-level staff
 - Partnered with Community College of Baltimore County with partial funding from Mayor's Office of Employee Development
 - 7 employees completed certificate program taught on-site; All now working on medical-surgical and intensive care nursing units



Current Staff Development Programs (continued)

- Developmental Reading and Mathematics Bridge Program (Baltimore City School System)
 - Identified weaknesses in many entry level employees prevents them from qualifying for most programs
 - Reading and math levels range between 5th and 8th grade
 - 12 employees completed certificate program taught on-site; Noted grade level improvement in all participants
 - 40 students assisted with tutoring

RN Agency FTE's

Impact of Pipelines and Supplemental Staffing

